

14th Annual Equity in the Classroom Conference



Challenges and Transitions in the Academy

March 14–16, 2004

Kellogg Hotel and Conference Center—East Lansing, Michigan

Hosted by the King–Chavez–Parks Initiative and GEAR UP Michigan!

Michigan Department of Labor and Economic Growth

Conference Purpose

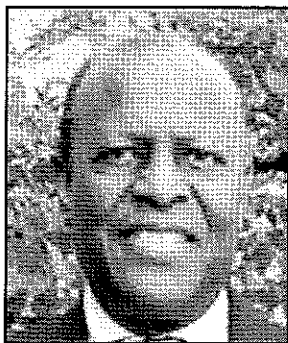
This year marks the 14th annual conference focusing on achieving parity in enrollment, retention and graduation for under represented minority students and academically and economically disadvantaged students in higher education. Previous conferences resulted in increased awareness, campus networks being established, identification of successful teaching methods specific to sciences and mathematics, and a growing base of support. The conference seeks to achieve full participation levels of groups traditionally under represented in Michigan's institutions of higher education.

The King-Chavez-Parks (KCP) Initiative, Michigan Department of Labor and Economic Growth, is the host for the 2004 conference. KCP and GEAR UP Michigan!, along with 15 public and 5 private universities, cosponsor the conference. This year's Equity in the Classroom Conference will be held at the Kellogg Hotel and Conference Center on the campus of Michigan State University, East Lansing, Michigan from March 14-16, 2004. The theme of the conference is "Challenges and Transitions in the Academy".

Who Should Attend

Faculty, department chairs, faculty search committees, deans and administrators who are willing to implement new ideas and strategies in campus programming, curriculum and faculty recruitment. In addition, anyone interested in encouraging schools, colleges, universities and community-based organizations to help K-12 students stay in school, study hard, take the right college prep courses and have high aspirations to pursue and succeed in postsecondary education.

Featured Speakers



Dr. Charles Willie

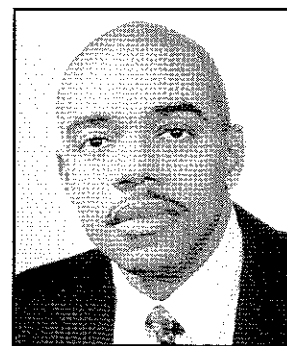
Harvard Graduate School of Education

Charles Willie is a sociologist whose areas of research include desegregation, higher education, public health, race relations, urban community problems, and family life. Before coming to the Harvard Graduate School of Education, he was chairman of the Department of Sociology and vice president of Syracuse University. Dr. Willie has served as a consultant, expert witness, and court-appointed master in major school desegregation cases in many cities and municipalities, including Boston, Houston, and Seattle, and is the author of numerous articles and books on issues of race, education, and urban communities.

Dr. Terrence Maltbia

Teachers College, Columbia University

Terrence E. Maltbia is a Teaching Fellow for the Department of Organization and Leadership, Teachers College, Columbia University. Dr. Maltbia is also the founder of Organizational Effectiveness Consulting and Training, a New York-based performance consulting firm. He has 20 years of diverse experience in sales, management and organization development.



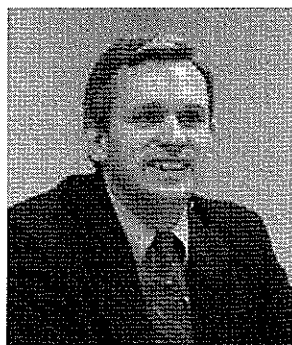
Senator John Schwarz, M.D.

Joe Schwarz served in the State Senate for sixteen years. Prior to his senate service, he was a City Commissioner, then Mayor of Battle Creek. His legislative expertise was in health care and higher education. In the real world, Doctor Schwarz is an actively practicing Otolaryngologist, head and neck surgeon in Battle Creek. He is a graduate of the University of Michigan and Wayne State University Medical School. He did his specialty training at Harvard. He has been awarded nine honorary degrees and serves on a numerous boards and commissions. Senator Schwarz was a strong supporter of the King-Chavez-Parks Initiative while in the Legislature.

Faculty Search Committee Component: Monday, March 15, 2004

Influenced by growing evidence that diversity enriches students' intellectual, moral, and civic development, academic institutions have made stunning progress in diversifying the collegiate student body over the past four decades, however, progress diversifying the faculty has been discouraging. There are concrete, immediate steps that institutions can take to increase the racial and ethnic diversity within their faculty – Faculty Search Committees are key instruments in accomplishing that task. The Faculty Search Committee component has been developed to assist institutions with:

- *Legal Options* available to institutions in light of the recent U of M Supreme Court decision and its impact on targeted hiring of faculty of color
- *Who Teaches Matters* will examine the research-based evidence supporting the need for a racially and ethnically diverse faculty, explore reasons for their scarcity, examine the implications and highlight some ideas for change.
- *Search Process* will describe the necessary and ongoing campus processes that are crucial in creating a context within which Search Committees can successfully diversify the faculty.
- *After the Search* – will describe best and promising practices for retaining faculty of color



Jonathan Alger, J.D.

University of Michigan

Jonathan Alger currently serves as Assistant General Counsel at the University of Michigan where he coordinated the University's efforts in its two landmark Supreme Court admissions lawsuits and has been at the forefront nationally in analyzing the impact of these decisions on admissions, financial aid, recruitment and retention programs for colleges and universities. Previously, Mr. Alger served as chief counsel for the American Association of University Professors in Washington, DC where he provided guidance to institutions on faculty related policies and issues.

Dr. Cathy Trower

Harvard University

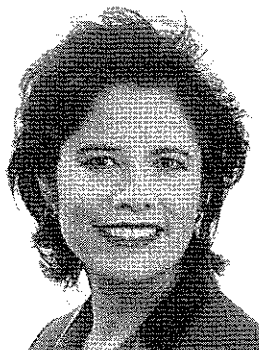
Cathy Trower is a Senior Researcher at the Harvard School of Education where she worked on the Project on Faculty Appointments. She has authored several papers and case studies on faculty employment including the Faculty Recruitment Study, an outgrowth of the Harvard Project on Faculty Appointments, and is one of the nation's foremost researchers on faculty inequalities.



Dr. Carolyn Sotello Viernes Turner

Arizona State University

Carolyn Sotello Viernes Turner is a professor in the Division of Educational Leadership and Policy at Arizona State University. Her current research includes access and equality in higher education, organizational change and faculty development. She has written numerous books which include "Faculty of Color in Academe: Bittersweet Success," "Racial and Ethnic Diversity in Higher Education," and most recently "Diversifying the Faculty: A Guidebook for Search Committees."



GEAR UP Michigan! Component

GEAR UP, which stands for Gaining Early Awareness and Readiness for Undergraduate Programs was established by the 1998 amendments to the Higher Education Act of 1965. The mission of the federal GEAR UP program, administered by the United States Department of Education, Offices of Postsecondary Services is to significantly increase the number of low-income students who are prepared to enter into and succeed in postsecondary education. Those school districts designated for GEAR UP Michigan! programs and services receive funding as well as academic counseling, Educational Development Plans, after-school tutoring, career and college preparation assistance, mentoring, and financial aid workshops, as well as professional development opportunities for teachers and counselors. Sessions entitled "GEAR UP Michigan! Making Dreams a Reality", "Student Financial Aid" and "Building Successful Partnerships for Student Success" will discuss initiatives in place at the secondary level to increase college-going rates. Workshop highlights will include developing private partnerships, student incentives, parental involvement and other strategies that help students excel academically and expand their vision that college is possible. GEAR UP requires Postsecondary institutions and K-12 schools to partner to achieve this goal. Participants will learn of the possibilities for future funding at their institutions.

Sunday Evening Entertainment

Sunday evening Mr. Osvaldo (Ozzie) Rivera, and friends, will give an educational and entertaining presentation on the "History of African Hispanic Music". Via a musical trip through the Spanish Speaking Caribbean and other regions of Latin America with significant African-Hispanic presence, Mr. Rivera, along with selected percussionists, musicians and dancers, will present a historical perspective on how three primary cultural and racial "currents" (African, Spanish and Native American) have influenced present day Latin American music and culture. Utilizing a multimedia format that includes lectures, videos, review of recorded music and actual performances, we quickly learn how different folkloric musical idioms e.g., bomba, plena, cumbia, son, rumba, etc., continue to influence "new musics" such as Spanish Reggae/House, salsa, meringue, etc. The interaction between members of the different ethnic groups and nationalities of Latin America continue to bring forth new styles, yet all are tied to historical roots.

Next, listen to his band *Orquesta La Inspiracion*. Under the musical directorship of Bill Meyers, the band brings together veterans of the "salsa" and jazz scenes in Detroit to bring a fresh approach to salsa, merengue, folkloric percussion, cumbia, and Latin Jazz. The golden voices of "salseros" Mickey Figueroa and Armando Vega pay homage to the spirit of the "golden age of salsa", the "70s", while also exploring new directions in hot Latin dance music. Your body has no other choice but to move when the voices are combined with driving horns and the call of a hypnotic percussion and rhythm section.



Orquesta La Inspiracion

Conference Agenda

March 14, Sunday

- 5:00-8:00 p.m. Registration
6:00-7:00 p.m. General Conference Welcome and Overview Session
7:00-9:00 p.m. Welcome Reception
Hosted by GEAR UP Michigan! and the King-Chavez-Parks Initiative will feature Ozzie Rivera and Orquesta La Inspiracion

March 15, Monday

- 8:00 a.m.-5:00 p.m. Registration
8:00-9:45 a.m. Breakfast and Welcome
Opening Speaker: Dr. Charles Willie, Harvard University - *Equity and Excellence—The Twofold Goal of Education*
- 10:00 a.m.-11:00 a.m. Concurrent Sessions I
- 1-A Dr. Terrence Doyle, Ferris State University - *A Real World Model for Classroom Discussion*
 - 1-B Jonathan Alger, University of Michigan - *Coloring Between the Legal Lines: Faculty Diversity and the Law*
 - 1-C Dr. Milton Robinson, Consultant to the President, Kettering University - *Achieving Academic Excellence: Strategies for Success*
 - 1-D Dr. Maureen Mickus, Michigan State University - *Aging Society and Impact on the Academy*
 - 1-E Michael Beamish, Department of Labor and Economic Growth and Sherrie Kossoudji, University of Michigan - *GEAR UP Michigan! Making Dreams a Reality*
- 11:15 a.m.-12:15 p.m. Concurrent Sessions II
- 2-A Panel Presentation with Dr. John Matlock, Jonathan Alger and Ted Spencer, University of Michigan; and Paulette Granberry Russell, J.D., Michigan State University - *The U-M Supreme Court Case: The Aftermath*
 - 2-B Dr. Charles Willie - *Title: TBD*
 - 2-C Dr. Cathy Trower, Harvard University - *Who Teaches Matters*
 - 2-D Panel Presentation with Detroit Public Schools, Muskegon Public Schools, Central Michigan University/Flint Public Schools - *GEAR UP and Building Successful Partnerships*
 - 2-E Dr. Francisco Villarruel, Michigan State University - *The Strengths Diverse Students Bring to Our Campus*
- 12:15-1:45 p.m. Luncheon
Featured Speaker: Dr. Terrence Maltbia, Teachers College, Columbia University - *Cultural Competencies that Foster Equity in the Academy*
- 2:00-4:00 p.m. Concurrent Workshops III
- 3-A Dr. Caroline Turner, Arizona State University - *Faculty Search Committee Training*
 - 3-B Dr. Ulana Klymyshyn, Central Michigan University - *Prejudice Reduction*
 - 3-C Aya Fubara Eneli, J.D., President, Kaneli Enterprises - *Soul Care (for the administrator) in a Topsy-Turvy World*
 - 3-D Dr. Frances Kendall, Kendall and Associates, Albany, CA and Patricia Lowrie, Michigan State University - *Transforming Leadership: Are We Blinded by Our Assumptions? How Might Our Cultural Identities Influence Our Decision Making?*
 - 3-E Anne Wohlfert, Michigan Department of Treasury, Michigan Student Financial Aid Association and Partnerships for Learning - *GEAR UP and Financial Aid Resources*

DINNER ON YOUR OWN

Conference Agenda

March 16, Tuesday

8:00 a.m.–2:00 p.m. Registration

8:30–9:30 a.m. Breakfast

9:45–10:45 a.m. Concurrent Sessions IV

4-A. Panel Presentation · *Brown vs Board of Education: 50 Years Later*

4-B. Shawna Smith, Western Michigan University · *Leading with Grace and Loving with Diversity*

4-C. Marilyn McFarland, RN, Ph.D., CTN; Ava Lewis, RN, Ph.D.; Sandra Mixer, MSN; and Jill Learman, MA, LPC, Saginaw Valley State University · *Opportunities for Professional Education in Nursing (OPEN): A Recruitment Engagement and Retention Project*

4-D. Dr. Vincent Hodge, Benton Harbor GEAR UP, Lynn Hockenberger, Oakland University and Lake Michigan College-Benton Harbor · *GEAR UP Partnership Grants*

4-E. James N. Humphries, Esq., Executive Director, Federal, State and Local Grant Development and Program Compliance, Detroit Public Schools · *No Child Left Behind*

4-F. Dr. Cheryl C. Munday, University of Detroit Mercy · *Cultural Competence in Graduate and Professional Education in Psychology*

11:00 a.m.–Noon

Concurrent Sessions V

5-A. Donna Oser and Barbara Blanchard, Michigan Parent Teacher/Student Association · *Keeping the Family Connected*

5-B. Shirley Brozzo and Leann Miller, Northern Michigan University · *Gay and Lesbian Inclusion in the Classroom*

5-C. Mark McWilliams, Director, Education Services, Michigan Protection and Advocacy · *Legal Rights of Special Needs Population: Secondary and Postsecondary Student Success*

5-D. Dr. Frances Kendall, Kendall and Associates, Albany, CA and Patricia Lowrie, Michigan State University · *Women, Race and Privilege*

5-E. Dr. Joseph Kretovics, Western Michigan University GEAR UP · *GEAR UP and School Reform*

5-F. Dr. Chaunda Scott, Oakland University · *Giving Voice to Multicultural Immersion Learning*

Noon–2:00 p.m.

Luncheon

Featured Speaker: Senator John Schwarz, Michigan · *How Budget Cutbacks Affect Equity Issues*

2:00 p.m.

Conference Concludes

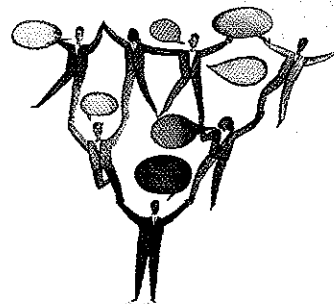
Conference Registration Fee

Conference registration fees and included meals are paid by higher education institution members that support the Equity Conference. Conference registration is facilitated through each institution's delegation coordinator. Please send your completed registration form to your institution's coordinator listed on the back of the brochure and direct any questions to him/her. Please note that all registrations must be received by your coordinator prior to February 20, 2004.

Hotel Registration

The Equity Conference will be held at the Kellogg Hotel and Conference Center in East Lansing, Michigan on the campus of Michigan State University. The conference room rate is \$79 plus tax. To reserve a room, call the Kellogg Center Hotel at 517-432-4000 or 800-875-5090 prior to February 20. After February 20 the hotel will accept reservations on a space and rate availability only.

Equity in the Classroom Conference XIV REGISTRATION FORM



Name _____

Title _____

University/College _____

Business Address _____

City _____ State _____ Zip _____

Day phone _____ Fax number _____

E-mail address _____

Delegation Coordinators's Name _____

To help us plan, please indicate the events and sessions you will participate in.

Sunday, March 14, 2004

☐ Welcome Reception

Monday, March 15, 2004

☐ Breakfast and Opening featuring Dr. Charles Willie

Concurrent Sessions I: (Circle your choice) 1-A 1-B 1-C 1-D 1-E

Concurrent Sessions II: (Circle your choice) 2-A 2-B 2-C 2-D 2-E

☐ Luncheon featuring Dr. Terrence Maltbia

Concurrent Workshops III: (Circle your choice) 3-A 3-B 3-C 3-D 3-E

Tuesday, March 16, 2004

Concurrent Sessions IV: (Circle your choice) 4-A 4-B 4-C 4-D 4-E 4-F

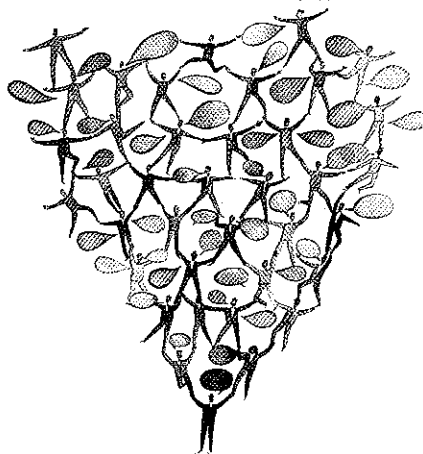
Concurrent Sessions V: (Circle your choice) 5-A 5-B 5-C 5-D 5-E 5-F

☐ Closing Luncheon featuring Senator John Schwarz

Conference registration is facilitated through each institutions delegation coordinator. Please send your completed registration form to your institution's coordinator listed on the back page, and direct any questions to him/her. Please note that all registrations must be received by your coordinator prior to February 20, 2004.

Sponsoring Institutions and Delegation Coordinators

Central Michigan University	Dr. Ulana Klymyshyn
Eastern Michigan University	Dr. Lynette Findley
Ferris State University	Dr. John Thorp
GEAR UP Michigan!, Department of Labor and Economic Growth	Michael Beamish
Grand Valley State University	Oliver Wilson
Kettering University	Dwight Tavada
King-Chavez-Parks Initiative	Rudy Redmond
Lake Superior State University	Susan Schacher
Lawrence Technological University	Dr. Jerome Webster
Madonna University	Osvaldo Rivera
Michigan State University	Dr. Lee June
Michigan Technological University	Chris S. Anderson
Northern Michigan University	William A. Bernard
Oakland University	Dr. Carole Crum
Olivet College	Jane Phillips Rhodes
Saginaw Valley State University	Dr. Mamie T. Thorns
University of Detroit Mercy	Dr. Chaunda Scott
University of Michigan	Dr. John Matlock
University of Michigan-Dearborn	Dr. Sandra Wray-McAfee
University of Michigan-Flint	Tendaji Ganges
Wayne State University	Dr. William Hill
Western Michigan University	Dr. Martha Warfield



Log onto the Equity In the Classroom web site at
wmich.edu/conferences/Equity
 for current updates and session descriptions